

2007 Employer Conference



Sponsored by
EMPLOYER ADVISORY COMMITTEE
and VIRGINIA EMPLOYMENT COMMISSION—*Leading the Way to the Future*



The Sheraton Norfolk Waterside Hotel
777 Waterside Drive
Norfolk, Virginia

You are Invited to Attend . . .

2007 Employer Conference

Thursday, October 11, and
Friday, October 12, 2007
Sheraton Norfolk Waterside Hotel
777 Waterside Drive

In a place where the water is at your feet and excitement is all around, there is a conference that you just can't miss. Come to Norfolk by the waterside and learn about important employment issues such as the Fair Labor Standards Act, the EEOC, Unemployment Insurance appeals, and investigating employee misconduct. You will listen to professional speakers, attend human resource development workshops, hear about agency issues, and still have time to network with friends and colleagues from around the state.

Wednesday, October 10

6-8 p.m.
Reception (light refreshments)
Conference Registration

Thursday, October 11

8-9 a.m.
Registration and Continental Breakfast

9-9:45 a.m.
Welcome and Opening Remarks

9-9:15 a.m.
Cheryl Orr, State EAC Chair

9:15-9:30 a.m.
The Honorable Paul Fraim
Mayor of Norfolk

9:30-9:45 a.m.
The Honorable Meyera Oberndorf
Mayor of VA Beach

9:45-10:15 a.m.
Keynote Speaker
The Honorable Yvonne Miller
Senator, Virginia General Assembly

10:15-10:30 a.m.
Break

10:30-Noon
Tom Davidson, President
Kinesis International
***Boomers, Geeks, and Geezers at Work:
Surviving the "Whatever" Workforce***

Noon-1:15 p.m.
Lunch

1:15-2:15 p.m.
Workshops

- ❖ *Fair Labor Standards Act: Answer to the Most Commonly Asked Questions*
- ❖ *New Developments and New Directions from the EEOC*
- ❖ *Unemployment Claims: Think Before Challenging*

2:15-2:30 p.m.
Break

2:30-3:30 p.m.
Workshops (Repeat Sessions)

3:30-4:00 p.m.
Break

4:00-5:00 p.m.
***Investigating Employee Misconduct: Everything
You Always Need to Know and Were Afraid
to Ask***

5:00-6:00 p.m.
Free Time

6:00-7:30 p.m.
Reception (heavy hors d'oeuvres)

Friday, October 12

7:45-8:30 a.m.
Continental Breakfast

8:30-9:15 a.m.
Business Meeting

9:15-10:45 a.m.
Paul Toomey, President
Geographic Solutions, Inc.
***Geographic Solutions—The Virginia
Workforce Connection: A New Way to
Do Business***

10:45-11:00 a.m.
Break

11:00 a.m.-Noon
Dee Esser, Commissioner
Virginia Employment Commission

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Workshop Descriptions

Robert J. Barry
Attorney at Law
Kaufman & Canoles



Investigating Employee Misconduct: Everything You Always Need to Know and Were Afraid to Ask

This presentation will unravel the often knotty problem of getting to the bottom of what conduct or rule infractions have been committed in your workplace and what to do about them. A "how to" guide will be presented along with answers to questions such as "Can I tell him who made the complaint?"; "What if it just comes down to he said/she said?"; and "Can I make that guy take a drug/alcohol test, and what if he says 'No'?" These and many other practical questions will be discussed along with how to confidently make the final disciplinary decision, even if the available evidence is conflicting.

Charles David Breme
Chief Appeals Examiner
Administrative Law Division
Virginia Employment Commission



Unemployment Claims: Think Before Challenging

The audience will learn the do's and don'ts of the unemployment insurance appeals process. Information will include: assessing the efficacy of filing an appeal, pre-hearing preparation and strategy, postponements, subpoena requests, in-person hearings, and continuances. Employers will get information on preparing for drug testing and job performance cases.

Conference Fee: \$150

Fee covers registration materials, two continental breakfasts, Thursday's lunch, and evening reception.

How to Register for Conference:

Use our convenient e-mail registration form on page 4. Be sure to mail your \$150 registration fee to:

Virginia Employment Commission
P. O. Box 1358
Attention: Robb Whippo
Room 308-A
Richmond, VA 23218

EAC-VEC—*Leading the Way to the Future*

Timothy McConville
Attorney at Law
Willcox & Savage



New Developments and New Directions from the EEOC

New court rulings and regulatory developments give employers a powerful incentive to stay up to date regarding equal employment opportunity requirements. Changes in the law mean employers need to revisit established policies and practices periodically to ensure compliance with EEO principles. This session will provide practical insight into EEO developments, including new EEO-1 reporting requirements, avoiding interview and other pre-employment pitfalls, precautions to prevent retaliation claims, handling employees with disabilities, and preventing and correcting harassment.

James P. Naughton
Attorney at Law
Hunton & Williams



The Fair Labor Standards Act: Answers to the Most Commonly Asked Questions

An overview of the most important and frequently occurring issues under the Fair Labor Standards Act. The presentation will provide practical answers to thorny questions and demystify this highly technical area of the law. Attendees will learn about overtime and how to reduce its impact through exemptions and less expensive alternatives. The consequences of non-compliance and effectively handling a Department of Labor audit will be covered as well.

The hotel deadline is September 10, 2007.

For Hotel Accommodations:

Please phone the Sheraton Norfolk Waterside Hotel at 757-622-6664 or 888-627-8042 (toll-free). Be sure to request the VEC Conference room rate of \$94 (single/double). This rate and room availability is guaranteed only until the hotel's deadline of September 10.

Hotel Directions:

From the West (Richmond) take 1-64 East to I-264 West; then take Exit 284A (to Norfolk); take Exit 9 (Waterside Drive). Turn left at the first stop light. The hotel is on the right.